

Terms of Reference – Teachers Without Borders Finland

IN-COUNTRY POSITION / UGANDA

Technical and Vocational Education and Training (TVET) pedagogies / Career guidance and counselling (CGC) in TVET sector

Location	Uganda, potential support to another FCA country office
Host Organization	Finn Church Aid (FCA) Uganda Country Office (UGACO)
Length of Posting	2-4 months distance (pre- and post-deployment) and 1-3 months in-country
Time of Deployment	Between February and September 2025
Number of Positions	1-2
Title of the Position	Education Adviser (TWB Volunteer)

NOTE the realization of the positions is conditional to securing funding, and the global and local health and security situation.

Context and background

Technical and Vocational Education and Training (TVET) connects education and the world of work, unlocking the potential of young people for a brighter future. FCA works towards quality TVET, whereby young people have equitable access to learning opportunities particularly in vulnerable contexts such as in refugee situations. FCA's approach to TVET includes developing updated, market-driven, competency-based curricula and certified qualifications, as well as equipping TVET teachers with updated vocational pedagogical skills. FCA promotes on-the-job training in connection with TVET programs and develops apprenticeship trainings in collaboration with the private sector.

In Uganda, FCA has been implementing a Business TVET model in refugee settlements for refugees and host community students. Such work is based on the Linking Learning to Earning (LL2E) approach which aims to link training with the labour market by informing decisions through market analysis and collaborating with private entities to facilitate TVET delivery. Additional support services are implemented by career counsellors who advise on making the right career choice and making connections with employers and businesses, along with the education path. FCA has also trained local TVET instructors and career counsellors in

business development to enable them deliver classes on the subject, providing a more practical orientation to learners. Moreover, life/core skills have been embedded in the curricula to ensure that young people have profound skills related to teamwork, communication, critical thinking, problem-solving, negotiating and proactive work attitude. Current streams of TVET include agriculture, ICT, hairdressing, catering (cooking-baking) and community-based tailoring.

Description of TWB collaboration

The TWB volunteer(s) will support FCA in strengthening the pedagogical and technical skills of TVET educators, teacher trainers and local artisans as needed. This may include the development or review of tools, guides and materials in TVET/CGC, as well as face-to-face support such as mentoring, coaching and trainings. The assignment will be implemented in hybrid modality combining first a distance period with subsequent in-country volunteering period and finalizing the task via distance. During the assignment, the primary focus will be on Uganda yet other FCA Country Offices may be supported under the same theme. An individually tailored work plan will be developed during the initial phase of the deployment.

1. Distance expert period (1-2 months): Reviewing FCA's current TVET work in Uganda including available tools, materials and methods. Mapping of current needs and areas requiring further support regarding TVET teachers, teacher trainers and local artisans through online consultations with FCA staff.
2. In-country volunteer period (1-3 months): Conducting trainings, mentoring and coaching to TVET teachers and teacher trainers according to identified needs.
3. Distance expert period (1-2 months): Finalising the material collected and developed during in-country period in collaboration with FCA staff. Sharing lessons learned, support roll-out of material for global use, and internal capacity building.

Volunteer's main tasks may include:

TVET - Teacher training, training of trainers and material development

- Build TVET instructors, and teacher trainers' confidence and support their pedagogical and technical skills through training, mentoring and coaching.
- Guide teachers in selected TVET centers in curricula implementation.
- Review existing tools and materials, develop new material as needed:
 - Materials and mentoring/training could include aspects such as conflict-sensitive teaching, psychosocial support, gender equality and inclusion of vulnerable groups.

Support CGC, Life Skills and Entrepreneurship

- Plan and conduct trainings and workshops on selected topics, to strengthen the know-how of TVET instructors / teacher trainers in core/life skills, career guidance and counselling and entrepreneurship.
- Support the skills development and professional growth of TVET training instructors and career counsellors through coaching and mentoring, especially in job placement,

job-seeking skills, learner's self-employment and transition to work or further education.

Position-Specific Qualifications and Competencies

- A master's degree in education and/or at least two years of teaching experience from Finland;
- Strong experience in the field of technical and vocational training and education (TVET) and/or career guidance and counselling.
- Experience in entrepreneurship and self-employment and/or conducting entrepreneurship training is a notable asset.
- Practical know-how in guidance and providing coaching and mentoring is a notable asset.
- Experience in developing teaching and learning and/or training material is an asset.
- Good command of online working and communications tools.
- Creative thinker, positive attitude, solution oriented.
- High level of adaptability as changes of plans occur with a short notice, due to nature of work and local context;
- Familiarity with emergency/humanitarian context is an asset.
- Flexibility and ability to work in a challenging environment, with long travelling distances limited access to communications, services, and social interaction.
- In addition, general qualifications, and competencies for all TWB volunteers as defined on TWB webpage.

Supervision and Support

The TWB volunteer will be supported and supervised by FCA staff who will also provide technical support in planning and implementation. The process shall be highly collaborative, open to discussions, and in line with the assignment to ensure the assignment objective is met.